

MARTY E. ZUSMAN

Email: mzus@comcast.net

Present Occupation: Arbitrator

First Business Address:

12736 E. Jefferson Blvd.
Mishawaka, IN 46545-7620
Phone: (574) 257-1770
Fax: (574) 257-1770

Second Business Address

16781 Torrence Avenue
Lansing, IL 60438
Phone: (574) 257-1770
Fax: (708) 895-4692

PROFESSIONAL AFFILIATIONS:

American Arbitration Association
Indiana Academy of Social Sciences
Industrial Research Relations Association

EDUCATION:

Indiana University, Bloomington, Ph.D. 1973
Indiana University, Bloomington, MA, 1970
I.U. South Bend, BA, 1967

CERTIFICATIONS:

Mediator/Factfinder IEERB, Indiana, 1984

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1984 – Present: Arbitrator. Arbitrate labor and employment cases (as listed for industries and issues below) for NMB, FMCS, and AAA and others. **1980 – present,** Professor at Indiana University. Taught sections on arbitration in both the Business School and School of Labor Studies. Gave several in-service training programs for companies training labor relations specialists (for example, Northern Indiana Public Service Company, 1995), as well as for union training programs for advocates. **1970 –1979,** University Faculty Member, Undergraduate and Graduate Programs at both IU-PU at Fort Wayne, Indiana and East Carolina University, Greenville, North Carolina. **1964 – 1968,** District Manager overseeing operations for McDonald's Corporation in customer and employee relations as well, as Manager in Bloomington, Indiana (1968-1970) while working on my PhD.

INDUSTRIES:

Aluminum; canning; coal; education; food processing; grain mill; healthcare; iron; lumber; machinery; nuclear power; police; pulp and paper products; railroads; transportation; upholstery; utilities; wood products and numerous others.

ISSUES:

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Cost of Living Pay, Contracting Out, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination (Age, Disability, Race), Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Merit Pay, Vacation, Grievance Mediation, Health/Hospitalization, Job Classification, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/ Bumping/ Recall, Management Rights, Contract Terms, Overtime, Past Practices, Promotions, Rates of Pay, RIF, Call-In, Safety/Health Conditions, Scheduling Of Work, Seniority, Sexual Harassment, Strikes, Subcontracting/Contracting Out,

Union Business, Vacations And Vacation Pay, Work Performance, Work Comp, Working Conditions, Guaranteed Work Week, Insubordination, Leave Of Absence, Merit Pay, Fringe Benefits, Performance Appraisal, Promotions, Reassignment, Shift Hours, Hours Of work, Sick Leave, Wages, Work Week Change, Work Hours, Violence, Threats.

PERMANENT PANELS:

Crown, Cork & Seal/ USWA	Governors Grievance Panel, IL
Coal Arbitration Panel	NIPSCO/USWA Expedited Panel
Others; (CSX/UP/TCU, Carmen; Subcontracting etc.)	

ARBITRATION ROSTERS:

American Arbitration Association	National Mediation Board	State of Illinois
State of Indiana	Federal Mediation and Conciliation Service	

PER DIEM FEE: \$ 1,000

DOCKETING FEE: \$100

CANCELLATION FEE: (See below)

Grievance Arbitration: Arbitration is billed on a \$1,000 per day for hearing and for research and preparation of the opinion and award. A hearing day is eight hours charged hourly with the per diem fee portal to portal, including reimbursed travel expenses. There is no postponement fee.

Cancellation Policy: A one day per diem cancellation fee is charged for cancellations with less than a seven-calendar days' notice. **Travel Time:** The charges are per diem fee for any portion of a travel day and prorated for over an eight-hour day. **Expenses:** Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator charges actual expenses for copying, phone, and clerical assistance.